

Authority and Purpose

The Bancorp Compensation Committee (“Committee”) has been established by the Boards of Directors (each a “Board” and collectively the “Boards”) of Community West Bancshares, a California corporation (“Company”) and its wholly-owned subsidiary, Community West Bank, a California banking corporation (“Bank” and together with the Company and all direct and indirect subsidiaries of the Company, the “Organization”) to act on behalf of the Boards in fulfilling the Boards’ oversight responsibilities in relation to the overall human resources and compensation practices of the Organization. The Boards have delegated to the Committee strategic and oversight responsibility for the overall compensation and human resources programs and practices for the Organization. The compensation policies, programs, and plans of the Organization are designed to attract, motivate and retain the highly talented individuals who drive high performance and business success.

The Committee believes that the most effective compensation programs are those that are designed to reward the achievement of specific annual, long-term and strategic goals, and which align the interests of directors, officers and employees with those of the shareholders by rewarding achievement of pre-established performance goals, with the ultimate objective of improving shareholder value.

The Committee shall provide the executive compensation philosophy and compensation structure required for the Company’s annual proxy statement in accordance with applicable rules and regulations.

The Committee has the authority to approve compensation of the Chief Executive Officer (“CEO”), including stock awards and other incentive compensation. The Committee is also responsible for periodically evaluating directors’ compensation and providing recommendations to the full Boards. The Committee will bring all items of significance to the attention of the full Boards.

Committee Membership

The members of the Committee shall be directors of the Company and the Bank. The Committee shall consist of no fewer than three (3) members, each of whom is to be free of any relationship that, in the opinion of the Boards, would interfere with the member’s exercise of independent judgment and applicable laws and regulations, (including NASDAQ Rule 5605(a)(2) and the “disinterested” person rules provided by Rule 16b-3 of the Securities Exchange Act of 1934 and “outsider director” rules of Section 162(m) of the Internal Revenue Code of 1986, as amended).

In determining whether a director is eligible to serve on the Committee, the Boards must consider all factors specifically relevant to determining whether a director has a relationship to the Organization which is material to that director’s ability to be independent from management in connection with the duties of a compensation committee member, including, but not limited to: (i) the source of compensation of such director, including any consulting, advisory or other compensatory fee paid by the Organization to such director; and (ii) whether such director is affiliated with the Organization, a subsidiary of the Organization or an affiliate of a subsidiary of the Organization. In this regard, while the Boards may conclude differently with

respect to individual facts and circumstances, the ownership of Company stock by itself, or possession of a controlling interest through ownership of Company stock by itself, does not preclude the Board from finding that it is appropriate for a director to serve on the Committee.

No member of the Committee may accept directly or indirectly any consulting, advisory or other compensatory fee from the Organization or any subsidiary thereof. Compensatory fees do not include: (i) fees received as a member of the Committee, the Boards or any other board committee; or (ii) the receipt of fixed amounts of compensation under a retirement plan (including deferred compensation) for prior service with the Organization (provided that such compensation is not contingent in any way on continued service).

The Committee members are appointed by the Boards at its annual organizational meeting and shall serve until resignation or replacement by the Boards and appointment of a successor. Committee members may be removed at any time by a majority vote of the full Boards. The Boards shall appoint the chair of the Compensation Committee.

The Board may remove or add a member at any time.

Structure and Meetings

The Committee shall conduct its business in accordance with this Charter, the Bylaws of the Company and the Bank and direction by the Boards.

The Committee Chair shall be an outside director of the Company and the Bank or in the absence of the Chair, his/her designee.

The Committee will meet no less frequently than three (3) times a year, unless changed by majority approval. The Chair or a majority of the members of the Committee may call meetings of the Committee upon such notice as is required for special Committee meetings in accordance with the Company's Bylaws. *A quorum for any meeting of the Committee shall consist of a majority of the total number of Committee members then in office, present in person or appearing remotely.*

The Committee Chair will preside at each meeting and shall ensure that the agenda for each meeting is circulated to each Committee member in advance of the meeting. The Chair of the Committee (or other member designated by the Chair or the Committee in the Chairperson's absence) shall regularly report to the full Board on its proceedings and any actions that it takes. The Committee will maintain written minutes of its meetings, which minutes will be maintained with the books and records of the Organization.

The Compensation Committee is governed by the same rules regarding meetings (including meetings by conference telephone or similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Boards. The Committee is authorized to adopt its own rules of procedure not inconsistent with any provision of this Charter, any provision of the Bylaws of the Company and the Bank, or applicable federal and California laws, rules and regulations. The CEO may not be present during deliberations or voting on the CEO's compensation.

Duties and Responsibilities

- A. Annually review the Organization's competitive position and compensation philosophy or strategy for each component of the overall human resource and compensation plan (especially base salary, annual incentives, long term incentives, and supplemental executive benefit programs). This review will use but not be limited to market data for appropriate peer companies and industry practices. The Committee will also review trends in compensation in all industries. The Committee shall report its findings or provide minutes to the full Board.
- B. Annually review with the CEO, the Organization's compensation strategy to assure that the CEO and Executive management team are compensated in relation to their contributions to the Organization's growth, profitability, and meeting of strategic goals.
- C. Annually assess any material changes to all compensation programs including bonus and incentive plans as well as the Committee charter for risk that may materially affect the long-term viability of the Organization. Risk management practices should include an assessment of the internal control environment surrounding the compensation programs, ensure that the review and approval process is evident, and the documentation is adequate to support the results and contain appropriate claw-back provisions.
- D. Annually review the overall performance and total compensation for the CEO, including agreed upon goals and objectives relevant to the CEO's compensation, evaluate the performance of the CEO in light of those goals and objectives, and set the CEO's compensation level based upon this evaluation. In determining the CEO's total compensation, the Committee should consider the Organization's performance and relative stockholder return, and the value of similar incentive awards to CEOs at comparable companies.
- E. Bi-Annual formal review and recommend to the Board:
 - the annual director's compensation, and
 - any additional compensation for service on committees of the Board, service as a committee or Board chairman, meeting fees or any other benefit payable by virtue of the director's position as a member of the Board.
- F. Evaluate and approve recommendations from the CEO regarding compensation and other employment related matters such as hiring, promotions, terminations or severance payments for all members of the Executive Management Team.
- G. Review and approve the compensation of all other "officers" of the Company as defined in Section 16 of the Securities Exchange Act of 1934, as amended, and rule 16a-1 promulgated thereunder.

- H. Periodically review and recommend to the Board all matters pertaining to broad based benefit plans of the Company, equity plans, senior management or director bonus plans and pension plans and performance based plans. The Committee may determine company contributions to benefit plans; the Committee may rely on information, assessments, and recommendations from the Bank's Retirement Committee.
- I. Evaluate the need for or any modifications to employment agreements, salary continuation plans or change of control agreements and provisions, as well as any other special supplemental benefits.
- J. Review, establish and modify, as it sees fit, all employment policies related to officers and directors.
- K. Administer the annual executive incentive compensation plan in a manner consistent with the Organization's compensation strategy including the following incentive plan elements:
- Eligibility and participation;
 - Annual allocation and actual award of equity incentive grants paid to CEO and the members of the Executive Management Team; Corporate financial goals as they relate to total compensation;
 - Total funds reserved for payment under the plan; and
 - Annual review of the incentive plans including equity and cash incentive plan.
- L. Recommend to the Board for approval the submission to shareholders of all new equity-related incentive plans, and administer the Organization's long term incentive programs in a manner consistent with the terms of the plans including the following:
- Eligibility;
 - Vesting terms and conditions; and
 - Total shares reserved for grants.
- M. Review and discuss the Compensation Discussion and Analysis ("CD&A) required to be included in the Company's proxy statement with management (and, based on such review and discussion, determine whether or not to recommend to the Board that the CD&A be included).
- N. Annually review the CEO and Management Succession Plan.
- O. In consultation with management, oversee regulatory compliance with respect to compensation matters, including overseeing the Organization's policies on structuring compensation programs to preserve tax deductibility.

- P. Perform any other duties or responsibilities the Board may expressly delegate to the Committee from time to time on matters relating to the Organization's compensation programs.

Authority to Engage Consultants

The Compensation Committee shall have the following authority:

- A. The Committee may, in its sole discretion, retain or obtain the advice of a compensation consultant, legal counsel or other adviser.
- B. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel and other adviser retained by the Committee.
- C. The Committee may select, or receive advice from a compensation consultant, legal counsel or other adviser to the Committee (including any affiliate thereof, the "Third Party Committee Advisor"), only after taking into consideration the following factors:
- the provision of other services to the Organization by the Third-Party Committee Advisor;
 - the amount of fees received from the Organization by the Third-Party Committee Advisor, as a percentage of the total revenue of the Third-Party Committee Advisor;
 - the policies and procedures of the Third-Party Committee Advisor that are designed to prevent conflicts of interest;
 - any business or personal relationship of the Third-Party Committee Advisor with a member of the Committee;
 - any stock of the Company owned by the Third Party Committee Advisor; and
 - any business or personal relationship of the Third Party Committee Advisor or the person within the Organization employing the Third Party Committee Advisor.

The Committee is not required to implement or act consistently with the advice or recommendations of the compensation consultant, legal counsel or other adviser to the Committee. The Committee in all cases must exercise its own judgment in fulfillment of the duties of the Committee.

The Committee is required to conduct an independent assessment outlined above with respect to any compensation consultant, legal counsel or other adviser that provides advice to the compensation committee, other than in-house legal counsel. However, the compensation consultant, legal counsel or other compensation adviser is not required to be independent (i.e., the Committee's duty is to consider the above enumerated independence factors before selecting, or receiving advice from, a compensation adviser). The Committee may select, or receive advice from, any compensation adviser they prefer, including ones that are not independent, after considering the six independence factors outlined above.

The Committee is not required to conduct an independent assessment for a compensation adviser that acts in a role limited to the following activities: (i) consulting on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of executive officers or directors of the Organization, and that is

available generally to all salaried employees; and/or (ii) providing information that either is not customized for the Organization or any subsidiary or that is customized based on parameters that are not developed by the adviser, and about which the adviser does not provide advice.

The Organization must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to a compensation consultant, legal counsel or any other adviser retained by the Committee.

Any communications between the Compensation Committee and legal counsel will be considered privileged communications of the Organization.

Performance Evaluation

The Committee shall annually review and assess the adequacy of this Charter and recommend any proposed changes to the Board for approval. The Committee shall also perform an evaluation of its own performance at least bi-annually. In conducting this review, the Committee shall address all matters that it considers relevant to its performance, including at least the following: the adequacy, appropriateness and quality of the information and recommendations presented by the Committee to the Board; the manner in which they were discussed or debated; and whether the number and length of meetings of the Committee were adequate for the Committee to complete its work in a thorough and thoughtful manner.

Committee Resources

In addition to the specific authority under Article V above, the Committee may retain outside experts for advice on any matter under review as it may deem necessary or appropriate with prompt notice to the Board Chair. The Committee may form and delegate authority to subcommittees when appropriate.

Version Control

Version	Date	Notes	Resource(s)
BN 79460554v3.4	05/27/2026	Annual review; changed the Committee's formal review from an annual to bi-annual basis, revised charter to remove Senior Vice President's and above, the added standardized quorum language, and number of non-material edits.	Cagle Bartlein Will
BN 79460554v3.3	06/18/2025	Annual review and approval by board, integrating prior Committee edits.	Stronks
BN 79460554v3.2	03/19/2025	Compensation Committee edits pertaining to approval of CEO compensation, assessment of programs, compensation of Executive	Compensation Committee

Community West Bancshares

Community West Bank

COMPENSATION COMMITTEE CHARTER

Version	Date	Notes	Resource(s)
		Management Team, and independent assessment.	
BN 79460554v3.1	07/31/2024	Formatting changes only.	Stronks
BN 79460554v3	04/01/2024	Initial creation and approval.	Dyer Stronks Will